



# UTP Transformation Journey

Insights on UTP Transformation Journey

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## Glossary

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In 2012, I was picked to lead the transformation journey in the unit of the whole transformation plan structure. It was a very big and challenging task for me because it was not my area as I've been dealing in the engineering field. but I was tasked to lead this transformation journey.



## Skeptical Towards Changes

*Nama saya Puteri Seri Melor Megat Yusof dari department Mechanical Engineering. In 2012 UTP took a very bold step where we decided to transform the university. So, it was a very memorable year because we are changing from a teaching-focused university to a research-focused university. Initially, the transformation plan was big. Talking about transformation there were many doubts in the staff themselves because they didn't believe we can make the big change. People were skeptical about moving forward to change from a teaching-focused university to a research-focused university. However, that was why we have this transformation plan as it was to chart and plan for it to happen. I believe the biggest was to change the mindset of the people and staff, but with proper engagement and communication, they will see the reason for implementing it and we did it well in the end.*

### Uniting Towards the Success of the Transformation Journey

I had a big task in the transformation plan where I was put in charge of the transformation journey. Under the transformation journey, I was responsible for engagement and communication, also for organizational structure. So, with the guidance from Prof. Hitler, we did it. I had a lot of guidance from him, and I enjoyed my role to engage with people and staff. I owned and delivered it with shared success, and we focused on the execution with the help of team members. Today, I feel proud to see the university changing into a full-blown research university which is testified by all the awards that we have won and the recognitions by QS, Times Higher Education, and so forth. We need to remain united as a team to achieve bigger things in the future. I express gratitude to the university for the opportunity for me to grow along with the university and I'm proud to be one of 'UTPian'.



## Challenges

One of the big challenges that we foresee when we first started the transformation plan was the resistance from the staff, the whole community of UTP. We expected this to happen, and it happened at the beginning. Of course, we did a proper plan under the unit of engagement and communication, we continued to engage with people at all levels followed by the understanding of the transformation purpose that the UTP community managed to agree and cooperate. So, that's why we see the results today, we are now a full-blown research university.

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It had happened, the resistance was there but, I feel almost 90% of the community eventually worked together with the transformation plan. Looking back at what we have done and how we have done things, I believe there is one thing that we can improve or do differently from now onwards.

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It's basically about the KPI, I believe that in the past we have been pursuing numbers and quantity to achieve a certain level, but now we are basically at the targeted ranking. We need to change our approach a little bit, perhaps we have to go for a flexible KPI where we will focus on the strength of every individual rather than having a *'blanket kind of KPI'* to achieve the target. I think this is very important for the future to see a big improvement in the university's achievement.